



DEPARTMENT OF THE ARMY
CALIFORNIA ARMY NATIONAL GUARD
Office of the Adjutant General
9800 Goethe Road
Sacramento, CA 95826-9101

CAAG

4 October 2002

MEMORANDUM FOR See Distribution

SUBJECT: California Army National Guard Direct Commissioning Program for Basic Branches

1. Reference.

a. NGR (AR) 600-100, Commissioned Officers- Federal Recognition and Related Personnel Actions, dtd 15 April 1994.

b. All States Letter P02-0021, ARNG Direct Commissioning Program for Basic Branches, dtd 21 June 2002.

2. PURPOSE: The purpose of this policy letter is to provide guidance on the procedures and qualifications required to nominate, recommend, process, and evaluate soldiers desiring a direct commission into a basic branch. A basic branch is defined as all branches with the exceptions of Medical (Veterinarian, Doctor, Nurse, Dental), Legal (JAG), Chaplain, Civil Affairs, and Special Forces.

3. APPLICABILITY: This policy applies to all soldiers within the California Army National Guard.

4. GENERAL: The Direct Commissioning Program (DCP) is one of four major commissioning programs available to the California Army National Guard soldier. The other three are: State Officer Candidate School, Federal Officer Candidate School, and the Reserve Officer Training Course (ROTC). The intent of the DCP is to offer an alternative commissioning source to exceptionally qualified soldiers. It is not intended to be a replace or adversely affect the other Officer Candidate Courses currently in use.

a. The DCP is unique in that a soldier doesn't request direct appointment as a commissioned officer; rather he/she must be nominated and selected for consideration for direct commission by the soldier's chain of command.

b. Units will take into consideration the following initial screening considerations before beginning the DCP nomination process. Individuals possessing two or more of the following situations should be directed towards the traditional Officer Candidate Courses rather than being nominated for a direct commission.

(1) Lack of service in a documented leadership position. (Completion of the Basic Non-Commissioned Officer Course or a higher level course can be substituted for leadership experience).

(2) Scoring 210 or less on the Army Physical Readiness Test or a body fat composition that is within 2% of the soldier's maximum allowable percentage, or a combination of the two.

(3) Non-Commissioned Officer Evaluation Reports that do not clearly indicate above average accomplishments and leadership skills.

(4) Soldiers whose primary military experience is in the US Marine Corp, Air Force, or Navy that have not served at least a minimum of two years in the California Army National Guard.

c. Soldiers meeting any of the following criteria are not authorized a direct appointment:

(1) Any soldier currently enrolled in Officer Candidate School.

(2) Any soldier who has been disenrolled, dropped, or resigned from Officer Candidate School to include soldiers who have attended the Officer Candidate School Pre-Phase 1 (April-June) that is conducted prior to attendance at Officer Candidate School Phase 1 (Annual Training).

(3) Any soldier who dropped from an Officer Candidate Course with the intention of applying for a direct commission.

(4) Any soldier meeting the conditions stated in NGR (AR) 600-100, para 2-8, 2-9 a, b, & d. (See enclosure 1)

5. DCP CANDIDATE QUALIFICATIONS: It is expected that a nominee will have outstanding qualifications that clearly exceed a majority of the minimum requirements stated below:

a. Service Requirement: An applicant must have served a minimum of 24 months in an active status in any federally recognized unit. The applicant must also have served at least 12 months in an active Army National Guard unit immediately preceding application for DCP.

b. Rank/Prior Training. Applicants will be at least an E-5. E-4 is acceptable if they have completed the Primary Leadership Development Course.

c. Age. Minimum age is 22 years old. Maximum age at time of appointment or commissioning is 30 years old. The Adjutant General may waive to a maximum of 35 years old. The Chief, National Guard Bureau may waive up to one day less than 40 years old.

d. Citizenship. Individual must be a United States citizen.

e. Education. The applicant must hold a baccalaureate degree from a recognized, accredited college or university.

f. Test Scores.

(1) The applicant must have an aptitude (GT) score of 110 or above on the Armed Services Vocational Aptitude Battery.

(2) American College Test (ACT) and Scholastic Aptitude Tests (SAT) are not currently required.

g. OCS Enrollment History. Individual must provide a certified statement regarding former OCS enrollment and/or attendance (See enclosure 2).

h. Medical. All DCP applicants must pass an AR 40-501, Chapter 2 officer commissioning physical prior to requesting a direct appointment. A Military Entrance Processing Station or Active Duty Medical Treatment Facility must administer the physical. Chapter 2 physicals cannot be older than two years at time of commissioning. Physicals older than one year must be accompanied by a completed DA Form 7349R, Initial Medical Review-Annual Medical Certification that has been screened by the State Surgeon or their appointed representative. Females must also provide documented evidence that a complete pelvic exam, to include pap smears and results, was completed within one year of projected date of officer appointment. An AR 40-501 Chapter 4 complete physical that has been approved by the US Army Aero medical Center, Fort Rucker, AL will fulfill the Chapter 2 physical requirements. Original SF 2808, SF 2807-1, DA Form 7349R, and approved medical waivers are required documents in the DCP request packet. Waivers for disqualifying medical conditions must be applied for and approved by NGB-ARS prior to submitting a request for direct commission.

i. Body Height/Weight. Applicants must meet the height/weight standards prescribed in AR600-9, to include body fat limitations for enrollment in DCP and commissioning. Certified height/weight statement must be dated within 90 days of application.

j. Army Physical Fitness Test (APFT). Applicants must have passed a standard APFT test within 9 months of application and submitted a certified copy of DA Form 705 with their application.

k. Security Clearance. Applicants must possess a final secret security clearance prior to being commissioned. Headquarters, Department of the Army has authorized officer appointments based upon interim secret clearances. If not already holding the requisite clearance, applicants must provide a copy of their security clearance submission with their application packet for review. This copy will be used to evaluate the likelihood of a clearance being granted.

l. Vacancy Requirement. Applicant must have a valid position vacancy. Slotting in excess is not authorized. Ideally vacancy will not be in current unit of assignment. The gaining commander must sign NGB Form 62-E.

m. Mentor. Applicant must have a mentor. At a minimum mentors must have completed the officer basic course and should be outside the soldier's chain of command.

6. NOMINATION AND APPLICATION PROCESS:

a. Unit Commanders and above nominate and recommend soldiers for a direct commission.

(1) Commander recommending soldier must be in a supervisory capacity over that soldier.

(2) Current company commander and battalion commander must provide letters of recommendation. Letters must contain objective details outlining the traits, actions, skills, experiences, characteristics, training, and education that deem the soldier to be exceptionally qualified to receive a direct commission over attending and completing the Officer Candidate School Program.

b. Soldier and unit assemble commissioning packet with documents found in the MILPO's checklist (enclosure 3) and tabbed in accordance with the NGB tabbing scheme (See All States Letter P02-0021, ARNG Direct Commissioning Program for Basic Branches, dtd 21 June 2002). Include letter promising federal recognition board appearance (enclosure 4) and officer basic course attendance (enclosure 5).

c. Completed packet is sent through command channels to the OTAG Military Personnel Officer (MILPO) for initial review as to completeness. If applicant meets administrative requirements for commissioning, the MILPO forwards a copy of the packet to the 223rd Infantry Regiment (Combat Arms), ATTN: CAIR-OT. Additionally MILPO identifies those items that may need to be renewed in the packet prior to commissioning. A list of those is forwarded to the applicant and the 223rd Infantry Regiment.

d. The 223rd Infantry Regiment contacts both the soldier's chain of command and the soldier to schedule the soldier's attendance at the Officer Candidate Indoctrination Program (OCIP) that is held in March of each year. The indoctrination program is used to assess a soldier's ability to complete the Officer Candidate School. In this case, it will provide the 223rd Infantry Regiment with an assessment of the direct commission candidates leadership abilities and suitability for commissioning.

e. Immediately after attendance at the Officer Candidate Indoctrination Program, the direct commission candidate will attend a 10-14 day Direct Commission Validation Course at the 223rd Infantry Regiment which will continue the assessment of the direct commission candidates abilities as a potential officer. The course will also provide the direct commission candidate with survival skills (see enclosure 6- Extract of Direct Commission Validation Course Management Plan). Upon completion of the course, the Commander Camp San Luis Obispo and Training Center will board the prospective officer and provide a recommendation through the California Army Guard Commander to the Adjutant General as to the suitability of the candidate for direct commissioning. The Board will consist of a president, three other officers, a senior NCO (E-8 or above), and a recorder.

f. If candidate is approved by the Adjutant General, the MILPO will update soldier's commissioning packet and forward to the Adjutant General for signature. Then MILPO will send to National Guard Bureau, ATTN: NGB-ARZ-HRP-O for final approval.

g. Upon receipt of National Guard Bureau approval and federal recognition, the candidate will be commissioned in an appropriate ceremony.

5. POC is MAJ Russell Garner (Operations Officer, 223rd Infantry Regiment) at (805) 594-6462 or Russell.Garner@ca.ngb.army.mil. Or CW5 Harry Perry (Chief, Officer Personnel Actions, Army Division, CAARNG) at (916) 854-3245 or Harry.Perry@ca.ngb.army.mil.

Encl
As

DENNIS M KENNEALLY
Brigadier General
Commanding General

2-8. Persons ineligible for Federal recognition and waivers not authorized

- a. Subversive or disloyal persons;**
- b. Persons against whom proceedings have been initiated under AR 604-10 and whose cases have not been concluded in their favor;**
- c. Applicants who refuse to completely answer any pertinent question in the course of an official investigation, interrogation, or examination conducted for the purpose of ascertaining the existence or extent, or both, of conduct described in AR 380-67;**
- d. Applicants who are serving a period of probation resulting from conviction by any type of military or civil court;**
- e. Persons who are presently conscientious objectors;**
- f. Persons dropped from the rolls, released from AD, or separated from any component of the U.S. Armed Forces for any of the following reasons:**
 - (1) Under other than honorable conditions;
 - (2) For unsatisfactory service;
 - (3) Resignation in lieu of court-martial, elimination for any form of corrective or disciplinary action, or for the good of the service;
 - (4) Reserve commissioned officers or warrant officers of the U.S. Armed Forces twice nonselected for promotion by a Reserve selection board convened by the Secretary concerned;
 - (5) As a security risk or for other than security reasons while undergoing a security investigation IAW AR 380-67 or AR 604-10; and
 - (6) Any individual regardless of prior U.S. military service component that was not retained through a qualitative management program to include Reserve Component Selective Retention Boards.
- g. Persons on an active or retired list of the Armed Forces other than the U.S. Army (members on active or retired list of the Active Components of the Navy, Air Force, Marine Corps, and Coast Guard);**
- h. Individuals denied retired pay or annuities under the Hiss Act (Title 5, USC, section 8312);**
- i. Applicants who are in the military service of a foreign government or who are employed by a foreign government;**
- j. Persons on the retired list of the U.S. Army.**
 - (1) Regular Army officers unless appointed to general officer grade in the ARNG of a State with assignment as State Adjutant General or Assistant Adjutant General.
 - (2) Reserve officers who are members of the Retired Reserve and who are eligible for or have been retired under Title 10 USC, section 1293, unless prior approval has been granted by the Secretary of the Army IAW AR 140-10.

(3) Enlisted personnel retired under Title 10, USC, section 3914;

k. Except in the case of State adjutants general, commissioned officers of the U.S. Armed Forces separated by reason of length of service, time in grade, or age from:

- (1) Active duty (members of Active Components)
- (2) Active status (members of Reserve Components).

l. Commissioned officers, warrant officers, and enlisted soldiers separated from any component of the Armed Forces by elimination procedures of a derogatory nature similar to those contained in AR 635-100 or AR 635-200; and

m. Former Regular Army officers who have been denied appointment in the U.S. Army Reserve IAW AR 135-100.

2-9. Persons ineligible for Federal recognition unless waiver is granted

a. Former conscientious objectors. A former conscientious objector will be required to furnish an affidavit expressing abandonment of such beliefs so far as it pertains to an unwillingness to bear arms, and to give full and unqualified military service to the United States. Waiver authority is CNGB. Requests will be forwarded to NGB-ARP-CO.

b. Applicants with a record of prior convictions. Waiver authority is CNGB. Requests will be forwarded to NGB-ARP-CO.

(1) Individuals who have been adjudged youthful offenders or have a record of convictions of any type of military or civil court, excluding minor traffic violations involving a fine or forfeiture of \$300 or less;

(2) Conviction of a felony under local, Federal, or military law;

(3) Conviction that resulted in sentence to confinement in prison, stockade, or detention area or in sentence to hard labor; and

(4) Conviction involving moral turpitude.

c. Persons previously discharged for dependency or hardship. A person previously discharged from any of the Armed Forces of the United States for hardship or dependency may not be accepted for appointment, unless it has been determined by investigation conducted by the unit commander that the reasons for discharge no longer exist. A copy of the applicant's affidavit, giving reasons for discharge, how they have been overcome, and that applicant will be available in the event of an emergency, will be included in the request for waiver. Waiver authority is y delegated to State adjutants general.

d. Applicants previously separated. Applicants who were previously separated from any component of the Army because of failure to complete any required military education or course within the time frame prescribed. Waivers for the basic branch course may be considered only if the school commandant or

CAIR-OT

SUBJECT: Enclosure1 to CAARNG Direct Commissioning Program for Basic Branches

**completion of nonresident program. Waiver authority
is CNGB. Requests will be forwarded to NGB-ARP-CO**

APPENDIX C OCS ENROLLMENT AND
ATTENDANCE HISTORY

_____ I have never been enrolled or attended OCS in the past.

_____ I was previous enrolled and/or attended OCSS:

a. Date(s) of attendance: Start _____ End _____

b. I did not complete the course due to (check all that apply and state circumstances):

_____ Cadre request:

_____ Failure to pass FRB:

_____ Honor Code Violation:

_____ Law Violation:

_____ Medical Injury/Illness:

_____ Involuntarily disenrolled:

_____ Did not desire to complete program:

_____ Personal Reasons:

_____ Civilian Employment:

_____ Other:

Individual Signature

date

Authenticator Signature

date

CHECKLIST - DIRECT APPOINTMENT

(REFERENCE: PARA 2-11k, NGR 600-100)

1. NGR Form 62-F (Application for Federal Recognition)

This form is to be in typewritten format and all items require an answer, to include "NA" if appropriate. Insure that phone numbers are included along with complete home and business address in Items 2a and 2b. Entries on pages 2 and 3 should match supporting service documents. Service on page 2 is for any period of active duty or AGR and service on page 3 is for any Reserve or National Guard time. Individual's full original signature MUST be on page 3. (Once application is complete return to unit. Command will then review and complete first endorsement with paragraph and line number prior to forwarding through command channels to this headquarters.)

2. CAL NC Form 600-2 (Overseas Statement)

3. Verification of Security Clearance - Memorandum of verification must be provided by State Security Manager's Office. If individual does not have a valid security clearance, EPSQ must be initiated. For any questions regarding security clearance contact SPC Brennan at (916) 854-3220 or DSN 466-3220.) If possible, please provide copy of EPSQ with appointment packet and indicate date of submission. (INDIVIDUAL MUST POSSESS A VALID SECURITY CLEARANCE PRIOR TO FEDERAL RECOGNITION BOARD/APPOINTMENT ACTION.)

4. SF 88 & 93 (Physical Examination) - Must be Chapter 2 physical (initial appointment completed only at MEPS or an Active Component Military Medical Treatment Facility) , per AR 40-501 and NCR 40-501 and must be dated within two years of effective date of appointment. HIV results must be included along with drug and alcohol test results. For females, pregnancy test results are required. ORIGINAL COPY OF PHYSICAL EXAMINATION IS REQUIRED. If physical is more than one year old must have DA Form 7349R, Initial Medical Review - Annual Medical Certification. Must also include certified verification of height/weight, dated within 90 days of application to ensure validity through the entire Federal recognition process.

5. Copy of birth certificate is required. For females copy of marriage and/ divorce certificate is to be included.

6. If individual has been naturalized, statement must be included and prepared in accordance with para 3-1a(15), NGR(AR) 600-100.

7. Verification of all periods of service is required. Documents to be included are DD Form 214s, DD Form 215s, (front page), discharges, NGB Form 22s, etc. service on pages 2 and 3 of NGB Form 62 match dates of supporting documents.)(Documents must verify a minimum of two years of honorable active service in any Armed Forces.

8. Civilian Education - Original/official ("raised seal") transcript verifying four-year college graduate status with a bachelor_ degree from an accredited institution must be issued from the college/university directly to this headquarters. Transcripts are to be mailed to: OTAG, P.O. Box 269101, ATTN: CAMP-OPMS (Linda Abner), Sacramento, CA 95826-9101.

9. Copy of SSAN card is required.

10. Verification of GT Score is required. Must have a minimum of 110.

11. APFT (DA Form 705) must be included, be within 9 months and must be certified.

12. Include all previous NCOERs and Academic Reports, certified copy of 2-1, and any other pertinent documentation that supports qualifications and provides evidence of leadership abilities.

13. Letter of recommendation is to be furnished by headquarters that is providing paragraph and line. (At a minimum the individual's current company and battalion commander must provide letters recommending the individual for a direct appointment.)

14. Once appointed, applicant must attend a full resident officer basic course. Attached statement must be signed by individual.

15. Applicant will appear before Federal Recognition Board to held in Sacramento. Attached statement must be signed by individual.

16. OCS Enrollment and Attendance Statement. (See NGB Log Letter).

17. Mentor Assignment. (See NGB Log Letter.)

18. individual may provide additional information such as resume, letters of recommendation, etc. (These items will be to individual's benefit).

THE following IS PERTINENT INFORMATION - - - - -

Maximum age for appointment as a Second Lieutenant is 30. The State now has the authority to waive age through one day prior to individual's 35th birthday.

EXCEPTION TO POLICY - National Guard Bureau will consider all requests for age 35 and above and are considered AN EXCEPTION TO POLICY AND MUST BE FULLY JUSTIFIED. Requests forwarded to National Guard Bureau may include additional letters of recommendation along with initial request. **(NGB has recently advised that applicants must be appointed no later than age 40.)

ALL REQUESTS FOR WAIVERS (AGE AND MEDICAL) MUST BE SUBMITTED WITH APPLICATION AND MUST BE APPROVED PRIOR TO APPEARANCE AT FEDERAL RECOGNITION BOARD.

UPON RECEIPT AND REVIEW OF COMPLETED APPLICATION AT THIS HEADQUARTERS, APPLICATION WILL BE FORWARDED TO NATIONAL GUARD BUREAU FOR PREDETERMINATION OF ELIGIBILITY. UPON COMPLETION OF FAVORABLE DETERMINATION AND RECEIPT OF VALID SECURITY CLEARANCE, APPLICATION WILL BE FORWARDED TO FEDERAL RECOGNITION BOARD FOR ACTION. (NO APPLICANT WILL BE PERMITTED TO APPEAR BEFORE A FEDERAL RECOGNITION BOARD PRIOR TO RECEIPT OF A FAVORABLE PREDETERMINATION FROM NATIONAL GUARD BUREAU OR VALID SECURITY CLEARANCE.) (POLICY PERTAINING TO INTERIM SECURITY CLEARANCE MAY APPLY.)

NOTE: PLEASE REVIEW NGB MEMORANDUM FOR ANY ADDITIONAL REQUIREMENTS AND NOTE THAT THOSE PARTICULAR DOCUMENTS TO BE FORWARDED TO NGB ARE TO BE IN APPROPRIATE ORDER AND ARE TO BE TABBED.

CAIR-OT

SUBJECT: Enclosure 4 to CAARNG Direct Commissioning Program for Basic Branches

FEDERAL RECOGNITION BOARD APPEARANCE

"I HEREBY AGREE TO APPEAR BEFORE A FEDERAL RECOGNITION BOARD
LOCATED IN SACRAMENTO, CALIFORNIA FOR APPOINTMENT IN THE
CALIFORNIA ARMY NATIONAL GUARD AS A SECOND LIEUTENANT."

PRINT OR TYPE NAME

SIGNATURE

DATE

STATEMENT - RESIDENT OFFICER BASIC COURSE

"IN ACCORDANCE WITH PARA 2-11k(3), NGR(AR) 600-100, I DO HEREBY
AGREE TO ATTEND FULL RESIDENT OFFICER BASIC COURSE FOR BRANCH F
COMMISSIONING."

PRINT OR TYPE NAME

SIGNATURE

DATE

Enclosure 6

COURSE. MANAGEMENT PLAN (CMP)

DIRECT COMMISSION VALIDATION PROGRAM (DCVP)

This CMP Contains

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PREFACE

Purpose This Course Management Plan (CMP) serves as a single source document to assist with the administration of the CA ARNG Direct Commission Validation Program. It provides the Course Manager and the Instructors information needed to conduct the training prescribed by the associated training materials. Also included is student information and their responsibilities for learning and successful completion of the course.

Proponent Proponent for this CMP is the 223rd Infantry Regiment (Combat Arms)

Course Management Plan Approval

The following individuals have reviewed and approved this CMP/POI for publication and implementation.

Signature
Rank/Name/Title

Date Signed

MAJ GREGORY DEBERNARD	OCS COMPANY COMMANDER
COL KRIS P THOMPSON	CDR, 223 RD INFANTRY REGIMENT (CA)
COL WILLIAM J. HATCH	DIRECTOR S/TTC
BG DENNIS M KENNEALLY	COMMANDER, CAARNG

CHAPTER I

Applicability	<p>This CMP applies to all DCVP Candidates within the CAARNG.</p> <ol style="list-style-type: none">1. If there is a conflict between this CMP/POI and Army/NG publications or guidance, the publications or guidance takes precedence.2. This is a CAARNG approved training program.
Course Structure	<p>This Direct Commission Validation Program is hands-on/performance oriented training conducted in a classroom and field environment. This course uses the small group process to teach and evaluate the principles of required actions in relation to soldier issues at unit level.</p>
Course Completion	<p>To successfully complete the Direct Commission Validation Program the student must demonstrate exceptional proficiency in the following areas.</p> <ul style="list-style-type: none">• Small Unit Level Leadership Skills to include leadership doctrine, ethics, motivation, and decision making• Understanding of the US Army Core Values• Customs & Courtesies of the US Army• Roles of the US Army Officer, Warrant Officer, NCO, and Civilian.• Platoon Leader/Platoon Sergeant Relations• The Army Writing Program and Presentation/Communication Techniques.• The Army Physical Fitness Program• Land Navigation, completing a written exam and one day/night practical land navigation course• Small Unit Operations, Tactics, Troop Leading Procedures (TLP), & OPORD Development.• Successful completion of a 36 hour Squad Field Training Exercise.• Application and evaluation of basic NBC, First Aid and Weapons Maintenance procedures• Training and Supply Management Procedures• The Officer/Non-Commissioned Officer Evaluation Report (OER/NCOER)• Officer Career Management.

Lesson Synopsis**Leadership Skills Phase (4 Days)**

Title	Synopsis
Customs and Courtesies	Basic understanding and review of the customs and courtesies of the armed forces
Leadership Doctrine & Ethics, Ethical Decision Making	Review and understanding of current Army leadership doctrine principles and ethical decision making as highlighted within AR 22 100
Motivation and Effective Counseling	Review and understanding of motivation techniques and effective counseling as highlighted within AR 22-101
Soldier/Team Development	Candidates will learn and conduct simple fun filled team building drills for fun and profit
Equal Opportunity	Understanding of the US Army Equal Opportunity Program as well as the policies outlined by the Adjutant General, California National Guard
Exam	

Leader Enhancement Skills Training

Title	Synopsis
Army Core Values	Understanding and applicability of the Army's Core Values on day to Day training and operations
Army's Writing Program/Comm. & Presentation Skills	Understanding of the Army's Writing Program complete with a written assignment. Candidates will review and conduct a simple oral briefing to evaluate presentation mannerisms and skills.
Leaders Reaction Course (LRC)	Candidates will undergo a series of challenging obstacles and events designed to develop initiative, creativity, and leadership skills
Role of the US Army Officer, Warrant Officer, NCO, and Civilian	Candidates will review the role of civilian leadership within the hierarchy of the armed forces, as well as the roles of Army Commissioned, Warrant Officers, & NCO's in supporting policy making.
PL/PSG Role Playing Vignettes	Candidates will role-play a series of leadership challenging scenarios they may encounter as newly commissioned officers, discussing solutions and outcomes towards situations they may find themselves involved.

Soldier Skills Phase (6 Days)

Title	Synopsis
Land Navigation	Candidates will utilize Basic & Applied map reading fundamentals along with an overview of terrain association. Candidates will successfully complete a written and practical day and night land navigation course.
Operations	Candidate will demonstrate Troop Leading Procedures (TLP), Issue and Oral OPORD, demonstrate knowledge of graphic representation, and successfully complete the Operations examination

Small Unit Tactics	Introduction to Combat Operations, Principles of War, Participate in a 36 hours Squad Level Field Training Exercise (FTX) demonstrating proficiency in small unit operations, tactics, and patrol operations.
Basic Combat Medical Procedures	Demonstrate proficiency in basic first aid measures such as casualty evacuation, stoppage of bleeding, application of bandages, CPR.
Nuclear, Biological, and Chemical	Demonstrate proficiency in basic NBC protective measures such as masking operations, reaction to NBC hazard, basic chemical agent detection
Weapons Operations and Maintenance	Candidates will operate and maintain an M16A1/A2 while in a field environment.

Career Survival Skills Phase (4 Days)

Title	Synopsis
Training Management	Candidate will become familiar with basic Squad/Platoon development, Ind/Team Training, Risk Management, Methods of Instruction, the Army Training Management System (ATMS). Candidates must successfully pass an exam within this block
PL/PSG Relations	Candidates will review a briefing as to appropriate relations between themselves as newly commissioned platoon leaders and their
Supply Management	Candidates will become familiar with unit supply operations and accountability, Command Readiness Logistics Team Items of interest
Career Management	Candidates will be oriented on techniques and procedures as to successfully manage their ARNG Officer Career using guidelines from DA Pam 600-3
OER/NCOER	Candidates will become familiar with the Officer Evaluation Report (DA Form 67-9), Development of the OER Support Form (DA Form 67-9-1), overview and use of the NCOER (DA Form 2667-1)
Law of War	Review of the Laws of War, the Geneva Convention categories of soldiers. Review of illegal warfare activities and conditions
After Action Review, Out processing and Graduation	Review and critique of DCVP course, turn in of all equipment and classroom materials, and graduation activities. (Commissioning is Optional upon approval of the TAG at a suitable ceremony.

Non-academic Requirements. The following table provides a brief description of course activities that are not training requirements but necessary administrative standards.

In processing/Weigh-In	Students receive training schedule, necessary pubs, compilation of student information, and height/weight evaluation.
APFT	Students will be administered a diagnostic APFT to aid in assessment of AGR fitness in the field.
Orientation (In Brief)	Students will be welcomed and briefed on what to expect and what is expected from them.

Training Support Activities	These are discretionary hours for retraining, physical fitness, study hall, student counseling, and other non-programmed activities.
Introduction to Training	Students will be briefed on, how the course will be conducted, Small Group Learning, introduction of instructors, course content, study requirements, and Student Evaluation Plan (successful course completion).

Course Map

This course map demonstrates the training sequence for this course. Each lesson shown will be trained as a prerequisite for another lesson.

No.	LN	Lesson Title	Hours
		Inprocessing-Weigh-In	1
1		APFT	
		Orientation Brief	1
		Introduction to Training	
2	L-1	Role of the Officer, Warrant Officer, NCO, and Civilian	1
3	L-2	US Arm Core Values	1
4	L-3	The Army Writing Program, Communication and Presentation Techniques	3
5	LS-1-1	Customs & Courtesies	1
6	LS-1-2	Leadership Doctrine	3
7	LS-1-3	Leadership Ethics	3
8	LS-1-4	Ethical Decision making	3
9	LS-2-1	Motivation	2
10	LS-2-1	Effective Counseling	3
11	LS-2-2	Soldier/Team Development	3
12	LS-2-3	Equal Opportunity	2
13	LS-2-4	Leadership Examination	1
14	L-4	Leaders Reaction Course (LRC)	4
15	L-5	Role and Relationship of the Platoon Leader/Platoon Sergeant	1.5
16	L-6	Platoon Leader/Platoon Sergeant Vignettes	3
17	S-1-1	Land Navigation Review (Basic, Applied, Map Reading, Terrain Association)	4
18 -	S-1-2	Land Navigation Practical (Practice Day/Night)	8
19	S-1-3	Land Navigation Exam (Written)	1
20	S-1-4	Land Navigation Practical Exam (Day/Night)	8
21	S-2-1	Troop Leading Procedures	2
22	S-2-2	Issue an Oral Operations Order (OPORD)	2
23	S-2-3	Graphics Representation	2
24	S-2-4	Operations Exam	1
25	S-3-1	Principles of War	1.5
26	S-3-2	Introduction to Combat Operations/Defensive Tactics	8
27	S-3-3	Tactics Exam (Written)	1
28	S-3-4	Squad Lane FTX	36
29	C-1-1	Conduct Squad Training	3
30	C-1-2	Individual/Team Training	3
31	C-1-3	Accident Prevention Measures and Risk Management	2

32	C-1-4	Methods of Instruction	1
33	C-1-5	Training Management Exam	1
34	C-2-1	The Arm Supply & Logistics System	1.5
36	C-2-3	Uniform Code of Military Justice (UCMJ)	1
37	C-2-4	Maintenance Operations	1
38	C-3-1	OER/NCOER	1.5
39	C-3-2	Career Management	1.5
40	C-3-3	Law of War	1
41		After Action Review	1
42		Graduation	1
43		Out processing	1
Total POI Hours:			131.5

Training Schedule

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
In Process	LS I Customs/Courtes Ldr Doctrine Ethics, Ethical Decision Making	LS II Motivation Eff Counseling Soldier/Tm Develop. FO Ldrshp Exam	LRC Role of PL/PSG Vignettes	NAV P.E. Land Day/Night Evening TNG	Land NAV Test Evening TNG	Operations (Exam) Evening TNG
APFT Core Values	Evening TNG Land NAV	Evening TNG Land NAV		Medical	NBC	Tactics
Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14
Tactics (Exam)	SQD FTX (36 1 hours)	SQD FTX (36 Hours Recovery)	TNG MGT	Supply MGT TNG MGT (Coat)	OER NCOER Career MGT Law of War	AAR Out Processing Graduation
Prep for SQD FTX						